

**POLICE AND FIRE  
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM**

**Section I: Agreement Details**

Public Employer: Borough of Haddon Heights County: Camden  
 Employee Organization: Haddon Heights P.B.A. Local #328 Employees in Unit: 13  
 Base Year Contract Term: 2011 New Contract Term: 2012-2014  
 Type of Settlement:  Arbitrator's Award  Fact-Finder Recommendation  Voluntary Settlement

**Section II: Statutory Definition of Base Salary**

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

Section III: Economic - Costs inside base salary	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A	Column B	Column C	Column D
	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary
Salary .....	915,789		922,428	
Increment .....		N/A		N/A
Longevity .....	0		0	
<b>Section IV: Additional Costs</b> List economic items. Indicate either inside or outside base salary as agreed to between the parties.				
	Item Description			
Item 1 .....	<u>Vacation</u>	0		0
Item 2 .....	<u>Sick/Sellback</u>	43,827		19,000
Item 3 .....	<u>Holiday</u>	10,747		12,500
Item 4 .....	<u>Court</u>	0		0
Item 5 .....	<u>Overtime</u>	2,886		16,646
Item 6 .....	<u>Uni Forms</u>	2,061		2,000
Item 7 .....	<u>Comp. Time</u>	0		0
Item 8 .....	<u>Education</u>	14,786		16,000
Item 9 .....	<u>Leave</u>	0		0
Any additional items list on separate sheet	Additional Items	0		0
<b>Section V: Totals - Sum of costs in each column</b>		93,307		66,146
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

**Section VI: Analysis of new successor agreement**

**NEW AGREEMENT ANALYSIS**

Total Economic Base Year (previous agreement) 2011

Effective Date (m/d/yyyy)	<u>01/2012</u>	<u>01/2013</u>	<u>01/2014</u>		
Percent Increase .....	1.725	2.00	2.00		
Actual dollar increase .....	6,639	18,449	18,818		
Total Economic Costs (successor agreement) .....	72,785	85,918*	87,636*		* Estimated

**Section VII: Impact of Settlement - average annual increase over term of agreement**

Percentage Impact (average per year over term of agreement) 1.583  
 Dollar Impact (average per year over term of agreement) 14,635

**Section VIII**

Medical Costs	Base Year	Year 1		
Cost of Health Plan .....				
Employee Contributions .....	9,158	13,836	TBD*	* Percentage of Premium
Prescription .....				
Dental .....				
Vision .....				

*The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.*

**Section IX**

Prepared by: Jeffrey S. Kasko Title: Acting C.F.O.  
 Signature: [Signature] Date: 1 June 2012



STATE OF NEW JERSEY  
PUBLIC EMPLOYMENT RELATIONS COMMISSION

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**Notice to Public Employers - Public Sector Contracts**

N.J.S.A. 34:13A-8.2 provides that "public employers shall file with the commission a copy of any contracts negotiated with public employee representatives following consummation of negotiations." This requirement applies to all public sector employers.

An electronic, **signed and dated** copy, complete with **certification**, along with a word processing version (Word, WordPerfect, etc) of all past and current contracts for each bargaining unit not listed on PERC's website must be e-mailed to [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us). Please refer to our website to review the contracts on file for your jurisdiction.

A listing, by employer, of available contracts for each bargaining unit is available on the PERC website Reference Page under [Contracts by Unit](#).

Should no electronic version be available, a single sided, 8 ½ by 11 copy may be mailed to the agency PO Box. Contracts will **NOT** be accepted in booklet form. All contracts will be entered into our database and made available to the public through the Reference page of the Commission's web site, [www.state.nj.us/perc](http://www.state.nj.us/perc).

Additionally, N.J.S.A. 34:13A-16.8(d)(2), effective January 1, 2011 requires all public employers to provide copies of completed contracts from all bargaining units within the employer's jurisdiction. The law also requires a **summary of all costs and their impact** associated with the negotiated agreement for all bargaining units.

N.J.S.A. 34:13A-16.8(d)(2) provides that,

"...PERC is required to post on its website **all collective negotiations agreements** and interest arbitration awards entered or awarded after the date of enactment including a summary of contract or arbitration award terms in a standard format developed by the Public Employment Relations Commission to facilitate comparisons. All collective negotiations agreements shall be submitted to PERC within 15 days of contract execution."

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There are separate forms for "police & fire" and "non-police & non-fire" public sector collective bargaining agreements, i.e. state, county, municipal and education employees.

The [non-police & non fire units' summary form](#) highlights the negotiated costs associated with each unit, the costs for the new agreement and the estimated impact of the negotiated settlement.

The [summary form for police and fire](#) outlines the difference between economic and non-economic items reported in the previous agreement, details the increased items included in the newly negotiated agreement and the impact of those changes, pursuant to [N.J.S.A. 34:13A-16.8\(d\)\(2\)](#).

A summary form must be completed (and e-mailed to [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us).) for any contract that begins on or after January 1, 2010 and settled, entered into or awarded after January 1, 2011. This request applies regardless if PERC has already received the contract.

[Directions and sample forms](#) are provided to assist in the completion of the requested summary forms. Please complete the **summary form and certification**, then submit an electronic, signed and dated copy of the form and certification along with a word processing version (Word, WordPerfect, etc) of all past and current contracts for each bargaining unit.

Thank you for your compliance with this statutory requirement. If you have any question regarding this letter or your obligation, please contact PERC at (609) 292-9898.